

Be a mentor that can **S.T.A.N.D** with your mentee



This resource is intended to guide mentors in supporting a mentee after an incident involving micro- and macro-aggressions.



Typographic Poster | Credit: Artist, Katherine Kelly

S - Show support

- Provide unwavering emotional and practical support^{1,2}
- Create a safe and non-judgmental space where they can freely express themselves^{3,4}
- Actively listen, validate their emotions and offer empathy²



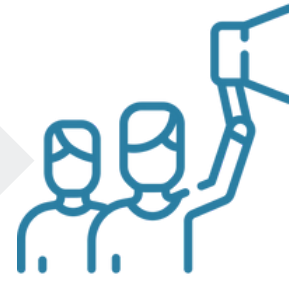
T- Tackle with Teamwork

- Be willing to support them in challenging systemic issues to create change in institutions and to create a climate of inclusivity^{5,6}
- Be willing to speak up within the institution to ask for enhanced resources and training for cultural sensitivity and diversity for faculty⁶



A - Advocacy

- Empower your mentee to become their own advocate and stand up against injustices
- Educate them about their rights and available support systems^{1,3,5,6}
- Encourage them to speak out against discrimination



N - Network

- If requested, connect your mentee with a supportive network of individuals who have faced similar challenges⁷
- Facilitate mentorship opportunities, introducing them to relevant professional associations, or connect them with community organizations focused on racial equity and social justice^{1,4,8,9}



D - Develop a Toolkit

- Provide them with tools and strategies to cope with the effects of abuse, racism, and microaggressions^{1,4,6,8}
- Foster a growth mindset and encourage them to set goals that promote personal growth and empowerment
- If requested, help mentee find counseling services, support groups, or mental health professionals who specialize in psychological trauma and racial healing⁵



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Helpful resources:

Therapeutic resources:

A Guide to Finding Therapy for People Dealing with Trauma:

https://www.uhn.ca/PatientsFamilies/Health_Information/Health_Topics/Documents/Guide_to_Finding_The_rapy_for_People_Dealing_with_Trauma.pdf

The Ontario Psychotherapy and Counseling Program and Referral Network:

<https://referrals.psychotherapyandcounseling.ca/>

Advocacy:

Human Rights at Work 2008 - Third Edition - Grounds of discrimination: definitions and scope of protection

<https://www.ohrc.on.ca/en/iii-principles-and-concepts/3-grounds-discrimination-definitions-and-scope-protection>

Filing claims of discrimination

<https://www.ohrc.on.ca/en/filing-claims-discrimination#:~:text=The%20Human%20Rights%20Tribunal%20of,%2D866%2D598%2D0322.>

Network:

The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education

<https://capdhhe.ca/>

Developing resilience:

Did you really just say that? Advice on how to confront microaggressions, whether you're a target, bystander or perpetrator - American Psychological association

<https://www.apa.org/monitor/2017/01/microaggressions>

Damaged, discouraged and defeated? How mindset may offer hope for healing by Dr. Michael D. Wolcott

<https://doi.org/10.1111/medu.14740>

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